

EXCERPT FROM THE MINUTES OF THE 123RD REGULAR SESSION OF THE 5TH SANGGUNIANG PANLUNGSOD (SP) HELD AT THE SP SESSION HALL, LEGISLATIVE BUILDING, EAST POBLACION, CITY OF NAGA, CEBU ON DECEMBER 19, 2024.

PRESENT:

- | | |
|------------------------------|--|
| HON. VIRGILIO M. CHIONG | - Vice Mayor /Presiding Officer |
| HON. CLINT ISIDRO A. CHIONG | - Presiding Officer Pro Tempore |
| HON. CARMELINO N. CRUZ, JR. | - Majority Floor Leader |
| HON. SCOTT JUVENAL A. CHIONG | - Assistant Majority Floor Leader/Liga ng mga Barangay President |
| HON. AURELIO B. ALINSONORIN | - Sangguniang Panlungsod Member |
| HON. CHARMAINE R. NAVARRO | - Sangguniang Panlungsod Member |
| HON. RAY A. MANABAT | - Sangguniang Panlungsod Member |
| HON. DOMINADOR A. LIBOR | - Sangguniang Panlungsod Member |
| HON. LETECIA F. ABANGAN | - Sangguniang Panlungsod Member |
| HON. FAITH JAMES B. SERVANO | - SK Federation President |

ON LEAVE:

- | | |
|----------------------------|---------------------------------|
| HON. JUSTINO L. DAKAY | - Sangguniang Panlungsod Member |
| HON. ELMER JOHN R. LAPITAN | - Sangguniang Panlungsod Member |

APPROPRIATION ORDINANCE NO. 2024-55

Hon. Letecia F. Abangan - Sponsor

Chairperson, Committee on Finance, Budget and Ways and Means

GRANTING MONETARY INCENTIVES TO ALL CITY OFFICIALS, EMPLOYEES AND PERSONNEL COMMISSIONED ON CONTRACT OF SERVICE AND JOB ORDER BASIS OF THE CITY GOVERNMENT OF NAGA, CEBU IN RECOGNITION OF THEIR CONTRIBUTIONS LEADING TO THE AGENCY'S AWARDS/CITATIONS AND/OR RECOGNITIONS SUBJECT TO EXISTING GUIDELINES, RULES AND REGULATIONS

EXPLANATORY NOTE

The 1987 Philippine Constitution grants local government munits (LGUs) the autonomy to govern their respective jurisdictions, enabling them to function as self-reliant entities, and likewise, provides LGUs the authority to generate and use resources and assets to promote productive, or welfare initiatives in the exercise of their governmental and proprietary powers;

Republic Act (RA) No. 9491, otherwise known as "An Act Converting the Municipality of Naga in the Province of Cebu into a Component City to be known as the City of Naga, Cebu," specifically Section 11 (a)(1)(viii), provides that "the Sangguniang Panlungsod, as the legislative body of the city, shall enact ordinances and pass resolutions necessary for an efficient and effective city government, and in this connection, shall: determine the positions and the salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from city funds and provide for expenditures necessary for the proper conduct of programs, projects, services and activities of the city government."

On November 25, 2024, the Local Finance Committee (LFC) passed Resolution No. 10 Series of 2024 recommending the grant of monetary incentives to officials, employees, contract of service and personnel commissioned on job order basis in recognition of their contributions leading to the agency's awards/citations.

The LFC cited City Ordinance 2023-30 authorizing the one-time monetary incentive to all city officials and employees for their invaluable contributions leading to the awards/citations received by the City Government for 2023 with the grant of gratuity pay for job order employees of Five Thousand Pesos (P5,000.00) based on Administrative Order (AO) No. 13, Series of 2023.

Pending the issuance of updated guidelines for 2024, the abovesited AO shall serve as a reference for the amount of the gratuity pay for personnel hired on job order basis.

Through the collective efforts and dedication of city officials, employees, and personnel commissioned on job order basis, the City of Naga, Cebu has earned various prestigious awards and recognitions in 2024, showcasing its exemplary performance and achievements of the City Government

In its collated report from various city departments/offices, the City Government earned these awards and/or recognitions, which are enumerated below as follows:

DEPARTMENT	AWARDS	AWARDING BODY	DATE
OFFICE OF THE CITY AGRICULTURIST	PLAQUE OF RECOGNITION is awarded to CITY OF NAGA as 3RD PLACE LGU CATEGORY PROVINCIAL LEVEL SUGBUsoq Program Season 4	Provincial Government of Cebu Hon. Gwendolyn F. Garcia Governor	December 21, 2023 Capitol Social Hall, Provincial Capitol Bldg., Cebu City
	PLAQUE OF RECOGNITION is awarded to CITY OF NAGA as the TOP 10 BEST LGU SUGBUsoq Program Season 4	Provincial Government of Cebu Hon. Gwendolyn F. Garcia Governor	December 21, 2023 Capitol Social Hall, Provincial Capitol Bldg., Cebu City
	PLAQUE OF RECOGNITION is presented to CITY AGRICULTURE OFFICE LGU CITY OF NAGA, CEBU in recognition the invaluable support and contributions to the success of Programs, Student Internships, Community Initiatives and overall institutional growth of Cebu Technological University (CTU) - Barili Campus.	Cebu Technological University - Barili Campus Romeo C. Lepiten, ECE, DM Campus Director	November 08, 2024 CTU - Barili Campus
	CERTIFICATE OF RECOGNITION is hereby presented to LEONILA R. CAMOMOT in recognition the invaluable support and contributions to the success of Programs, Student Internships, Community Initiatives and overall institutional growth of CTU - Barili Campus.	Cebu Technological University - Barili Campus Romeo C. Lepiten, ECE, DM Campus Director	November 8, 2024 CTU - Barili Campus
	MOST SUPPORTIVE LGU is awarded to CITY OF NAGA Province of Cebu For demonstrating exemplary commitment to DA's programs and project particularly on Organic Agriculture Program.	Department of Agriculture Regional Field Office VII Angel C. Enriquez, CESO III Regional Executive Director	November 21-22, 2024 during the 1st Municipal Agriculturist (MAO) Summit held at Elizabeth Hotel, Cebu City
OFFICE OF THE CITY HEALTH OFFICER	GAWAD AMHOP 2024 "Parangal sa Inspirasyon ng Pakikipag-ugnayan sa Pamayanan" (Achievement in Community Engagement) is awarded to CAMILLE F. PEÑALOSA, MD City Health Officer City of Naga, Cebu for: CHDPP (Community Health Promotion and Disease Prevention Program)	Association of Municipal Health Officers of the Philippines	April 24, 2024 during the 71st AMHOP, Inc. Anniversary and Annual Convention held at the EK Convention Center, Sta. Rosa Laguna
	PLAQUE OF CITATION BEST IN HEALTH EMERGENCY COMMODITIES to CITY OF NAGA, CEBU for its exemplary efforts and contributions on the Disaster Risks Reduction and Management in Health (DRRM-H) System Institutionalization in Central Visayas	Department of Health Central Visayas Center for Health Development James S. Bernadas, MD, MGM, CESO III Regional Director	November 22, 2024 at Bai Hotel, Mandaue City, Cebu

	<p>PRESIDENTIAL AWARDEE DHNAD is awarded to DR. ETHEL G. UY for her excellent and active participation of the LUZVIMINDA NGITING INA- alagaan PROJECT OF DEPARTMENT OF HEALTH NATIONAL ASSOCIATION OF DENTISTS</p>	<p>Department Of Health National Association Of Dentists</p>	<p>March 06, 2024 at La Carmela de Boracay, Malay, Aklan</p>
	<p>PLAQUE OF RECOGNITION to NAGA CITY HEALTH OFFICE - ISHINE CENTER for their invaluable contribution in the health promotion and advocacy of HIV and other sexually transmitted infections, in line with the unilateral goal of the National HIV, AIDS and STI Prevention and Control Program towards infection control, patient care, and treatment adherence.</p>	<p>Department of Health Central Visayas Center for Health Development James S. Bernadas, MD, MGM, CESO III Director IV</p>	<p>November 22, 2024 during the 2024 Local Health Systems Awards at Bai Hotel, Mandaue City, Cebu</p>
<p>PUBLIC EMPLOYMENT SERVICES OFFICE</p>	<p>PLAQUE OF RECOGNITION to the CITY OF NAGA, CEBU – PESO headed by its PESO Manager JOEL N. ANDALES in grateful appreciation of its relentless support and commitment in the implementation of DOLE Programs and Services ranking Mr. Andales as One of the Top Performing Public Employment Services Office (PESO) Manager in the Region for FY 2023.</p>	<p>Department of Labor and Employment Region Office No. VII, Central Visayas Lilia A. Estillore Regional Director</p>	<p>July 04, 2024 at Anda, Bohol, Philippines</p>
<p>OFFICE OF THE CITY SOCIAL WELFARE AND DEVELOPMENT OFFICER</p>	<p>CERTIFICATE OF APPRECIATION is awarded to LGU NAGA CITY for their invaluable support and contributions to the implementation of the Republic Act 11642, the Domestic Administrative Adoption and Alternative Child Care Act, within their Local Government Unit.</p>	<p>National Authority for Child Care Hon. Janella Ejercito Estrada NACC Undersecretary</p>	<p>June 15, 2024 at Golden Prince Hotel, Cebu City, Philippines</p>
	<p>PLAQUE OF APPRECIATION is presented to CITY OF NAGA, CEBU in sincere gratitude and heartfelt appreciation of their invaluable support and unwavering commitment and contribution to the realization of the National Authority for Child Care's mandate in providing alternative parental care through institutionalization of the Philippine Foster Care Program (PFCP) in their locality.</p>	<p>National Authority for Child Care Hon. Janella Ejercito Estrada NACC Undersecretary</p>	
	<p>PLAQUE OF RECOGNITION is hereby presented to CITY OF NAGA, CEBU for its invaluable contribution to the success of the "NATIONAL CONGRESS ON ADOPTION AND ALTERNATIVE CHILD CARE 2024"</p>	<p>National Authority for Child Care Usec. Janella Ejercito Estrada Executive Director</p>	<p>June 27, 2024 in Cebu City</p>
	<p>CERTIFICATE OF APPRECIATION is awarded to LOCAL GOVERNMENT UNIT OF NAGA CITY</p>	<p>National Authority for Child Care Hon. Janella Ejercito Estrada NACC Undersecretary</p>	<p>June 15, 2024 at Golden Prince Hotel in Cebu City, Philippines</p>

	for their invaluable support and contributions to the implementation of the Foster Care Program for abandoned, neglected, and abused children as well as the development of foster parents within their Local Government Unit.		
	CERTIFICATE OF RECOGNITION is awarded to CITY SOCIAL WELFARE DEVELOPMENT OFFICE CITY OF NAGA, CEBU for their outstanding service, commitment, and constant support towards the fulfillment of the Bureau's mandate in strengthening responsive and holistic PDL welfare and development programs for the Persons Deprived of Liberty (PDL)	Bureau of Jail Management and Penology Regional Office VII Neil R. Avisado, DSC Jail Chief Superintendent Regional Director of the Jail Bureau	October 25, 2024 during the NACOCOW 2024 Celebration at SM City Cebu, Mabolo, Cebu, Philippines
	CERTIFICATE OF RECOGNITION CITY OF NAGA PROVINCE OF CEBU for achieving the Nutritional Status Improvement of 98% during the Supplementary Feeding Program 13th Cycle Implementation CY 2023	Department of Social Welfare and Development Field Office 7 Shalanie Marie S. Lucero, CESO IV Regional Director	May 21, 2024 at Golden Prince Hotel, Cebu City
	CERTIFICATE OF RECOGNITION This certificate is hereby awarded to CITY OF NAGA PROVINCE OF CEBU for garnering IDEAL FUNCTIONALITY LEVEL in the 2024 Local Council for the Protection of Children (LCPC) Functionality Assessment.	Department of the Interior and Local Government Leocardio T. Trovela, CESO III Regional Director	November 25, 2024 during the Bansiwag Awards for LGUs: 2024 LCPC Functionality Category held at Marco Polo Plaza Cebu, Cebu City
CITY INFORMATION AND COMMUNITY RELATIONS DEPARTMENT	CERTIFICATE OF RECOGNITION This certificate is hereby awarded to CITY OF NAGA for achieving HIGH FUNCTIONALITY in the 2024 Anti-Drug Abuse Council (ADAC) Performance Audit.	Department of the Interior and Local Government Leocardio T. Trovela, CESO III Regional Director, DILG VII	December 17, 2024 during the Bansiwag Awards for LGUs: 2024 ADAC Functionality Category held at Marco Polo Plaza Cebu, Cebu City

This LGU acknowledges and affirms that these awards and/or recognitions were made possible through the concerted efforts of all the city officials, regular and casual employees, and job order personnel.

Thus, the city leadership considers the grant of this monetary incentive a well-deserved recognition of their hard work, sacrifices and perseverance to provide the city's constituents the quality of public service they deserve.

Moreover, the City Government, through the LFC, has identified the savings in its Personnel Services Account for the year 2024.

NOW, THEREFORE, BE IT ORDAINED, as it is hereby **ORDAINED** by the Sangguniang Panlungsod of the City of Naga, Cebu, in a session duly assembled, that:

SECTION 1. APPROVAL/COVERAGE. The City Government of Naga, Cebu hereby approves and authorizes the grant of monetary incentives/gratuity pay for Calendar Year 2024 for each eligible city official, employee and personnel commissioned on contract of service and job order basis.

SECTION 2. GUIDELINES. The grant of this monetary incentive shall be subject to the following conditions, to wit:

- I. **MONETARY INCENTIVE AMOUNTING TO SIXTY THOUSAND PESOS (P60,000.00) FOR CITY OFFICIALS AND EMPLOYEES:**

The monetary incentive amounting to ₱60,000.00 each shall be given to eligible city officials, regular and casual employees of the City Government of Naga, Cebu, subject to the following conditions:

- a. Officials and employees who have rendered services from **January 01 to November 30 of the current year shall receive one hundred percent of the amount;**
- b. Officials and employees who have rendered services for **less than eleven (11) months prior to November 30 of the current year, or those who have been separated from service prior to November 30 of the current year,** shall receive a prorated share of the incentive based on the following scheme:

Months of service	Pro-rated Share
1 month	1/12
More than 1 month to 2 months	2/12
More than 2 months to 3 months	3/12
More than 3 months to 4 months	4/12
More than 4 months to 5 months	5/12
More than 5 months to 6 months	6/12
More than 6 months to 7 months	7/12
More than 7 months to 8 months	8/12
More than 8 months to 9 months	9/12
More than 9 months to 10 months	10/12
More than 10 months but less than 11 months	11/12

- c. For purposes of computation on months of service, the month in which an employee assumes office shall be deemed one (1) whole month regardless of the exact date when the assumption of office took place.
- d. Regular and casual employees who have rendered services for **less than eleven (11) months of the current year** and have rendered services as a job order personnel also for the current year shall receive a prorated share of the monetary incentive for regular/casual employees and another pro-rated share of the gratuity pay for job order personnel.

II. GRATUITY PAY AMOUNTING TO FIVE THOUSAND PESOS (₱5,000.00) TO PERSONNEL COMMISSIONED ON CONTRACT OF SERVICE AND JOB ORDER BASIS WITH AO NO. 13, SERIES OF 2023 AS REFERENCE FOR THE GRANT PENDING THE ISSUANCE OF UPDATED GUIDELINES FOR 2024.

SECTION 3. DECLARATION OF POLICY. It is hereby declared a policy of the City Government of Naga, Cebu that the grant of monetary incentives is only a privilege and not a right of the officials and employees.

SECTION 4. SOURCE OF FUNDS. The source of funds for the grant of this cash incentive/gratuity pay shall come from the declared savings under the General Fund – Personnel Services Account for Fiscal Year 2024.

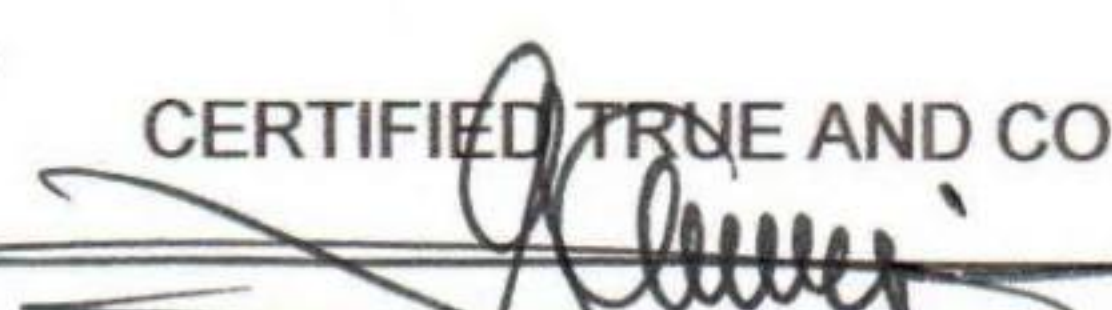
SECTION 5. REPEALING CLAUSE. Prior ordinances or portions thereof not consistent with the provisions of this Ordinance are deemed repealed or modified accordingly.

SECTION 6. EFFECTIVITY. This Ordinance shall take effect immediately upon its approval.

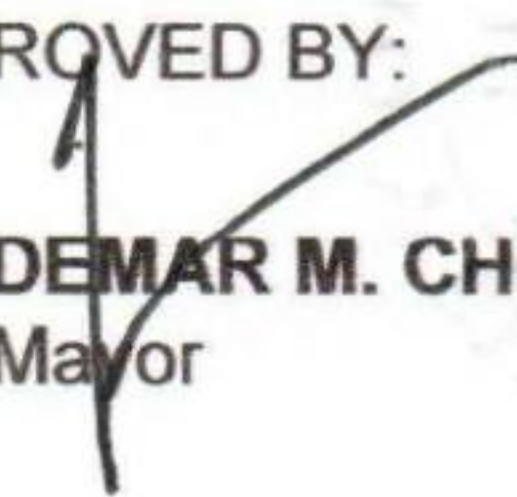
ENACTED BY THE SANGGUNIANG PANLUNGSOD, CITY OF NAGA, CEBU, on motion of Hon. Letecia F. Abangan, duly seconded en masse, in its 123rd regular session held on the 19th day of December 2024.

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CERTIFIED TRUE AND CORRECT:


GARRY A. CABOTAJE
 Secretary to the Sanggunian

APPROVED BY:


VALDEMAR M. CHIONG
 City Mayor

ATTESTED BY:


VIRGILIO M. CHIONG
 City Vice Mayor/Presiding Officer